

INDUSTRIAL RELATIONS DEPARTMENT
Monthly Report for March, 1947.

HOUSEHOLD EMPLOYMENT PROGRAM

On Friday, March 28, at 2:15 p.m., our Household Employment Program went on the air for a 15 minute period over radio station WPAT in Paterson. The Industrial Relations Secretary arranged for a Forum discussion with the following participants: the Reverend M. R. Ditaer, Jr., of the First Presbyterian Church of Englewood, Moderator, Mrs. Margaret Sheldon of Englewood, Miss Grace Billotti, Program Director for Business and Professional Women, Passaic Y.W.C.A., and Mr. Roy E. Norris, Industrial Relations Secretary, New Jersey Urban League. The localities from which the participants were drawn indicates our success in making of the Household Employment Program a piece of work for all of northern New Jersey. The discussion included the problems in the field generally, as seen by the employer, or seen by the employee, what can be done to alleviate those problems, what the New Jersey Urban League and Newark Y.W.C.A. are attempting, and finally, how local communities can and should help. Comments from listeners indicate great appreciation and pleasure, and an invitation to continue the activity was extended (though as yet unofficially) by a representative of the station. We are indebted to the Englewood Urban League for the actual radio time; the time had been given it as a public service. This is a good indication of the success of the coordination brought about by the Industrial Council of Urban Leagues and Similar Agencies, organized by your Industrial Relations Secretary two years ago.

DEPARTMENT STORE PROGRAM

Another good step was realized during March through a conference with Mr. John C. Williams, President of L. Bamberger & Company. Mr. Williams arranged to have Mr. Manches, and Mr. Schindel, Vice President and Personnel Manager respectively, sit in on the conference activities between himself and Mr. Norris. The question was, "What is the best way to secure the use of Negroes as sales clerks in the downtown Newark department stores?" This was not arranged with Mr. Williams as President of L. Bamberger, but as an outstanding citizen, knowing his department store field in Newark. The actual contents of the proceedings were down to earth, realistic and confidential. Suffice it to say, another step was taken which has already been followed up at this writing in April, and which the April report will discuss.

More than 15 other conferences and strategically placed telephone conversations were engaged in as a part of this program. As chairman of the Employment Problems Committee of the Essex County Council of Intergroup Action, your Industrial Relations Secretary advised against the use of a dubious technique proposed to the Council and submitted to the E.P.C. for development. Instead, the E.P.C. is recommending to the Council (on the basis of experiences thus far directly with the stores in question), that the letter-writing campaign they undertook several months ago, be revitalized and made (intelligently) an overwhelming success.

VOCATIONAL OPPORTUNITY CAMPAIGN

The VOC was a success. Acting on what was learned during last year's campaign, no attempt was made to hold a large mass meeting, or other dramatic emphasis. Your Secretary pressed the question of good professional "non-deferential" counselling into the schools, which seems the most vital single channel towards reaching our objectives in this connection. We are glad to announce that the Newark Board of Education has given official recognition to our guidance leaflet, "Your Career", which will be used as classroom material in Occupations courses, and in counselling interviews with pupils in the junior and senior high schools of Newark.

The Newark Public Library cooperated by arranging six Vocational Guidance Exhibits, in five branch libraries and in the main building. Special thanks go to Mr. James E. Bryan, Assistant Director, Newark Public Library, and to Miss Mildred Lockett, only Negro professional worker in the Newark Library (recently appointed).

Cooperation of the senior high school principals with our VOC, was suggested by the Assistant Superintendent of Schools, Mr. McGreal, toward the end that visitations to plants or business firms be made on the basis of the aptitudes and school progress of a selected group of pupils.

The Industrial Relations Secretary was invited to deliver three public addresses, at East Side High School, Robert Treat Junior High School, and the New Jersey Personnel and Guidance Conference at the Hotel Roger Smith, New Brunswick. The first two addresses were delivered, but a trip to New Brunswick proved only a nice ride for the Secretary, since his invitation had stated that the conference was to be held at Rutgers University, and he could not locate the meeting place. The New Jersey State Department of Education's, Trenton office made an error it was explained by many calls later.

Good publicity was secured from the Newark Evening News, Afro-American, Bloomfield Press, and the Englewood local paper.

INDUSTRIAL COUNCIL OF URBAN LEAGUES AND SIMILAR AGENCIES

Mr. Joseph Bustard attended the March meeting of the Council to participate in a discussion of the D.A.D., the Urban Leagues and similar agencies in the state, and our respective approaches to the objectives we all have in common. Some sharp criticisms were made of the important things the D.A.D. has not done, and of its present policy of emphasizing interpretation of the D.A.D. to employer groups, and groups of influential citizens. One constructive suggestion was made by the chairman, your Industrial Relations Secretary, to the effect that the D.A.D. distribute copies of its complaint forms, in various appropriate agencies over the state through which pass large numbers of individuals who probably meet employment discrimination most frequently. It was suggested, also, that Primers describing the structure of the D.A.D., that are only recently off the press, be sent along to agencies also. These two suggestions proved to be the most practical of many, and have already, at this writing been put into effect.

The concern of your Industrial Relations Secretary about the habit of many employers of telling Negro job applicants that there are no jobs available, when those Negroes are responding to Help Wanted ads, has been translated into a Bill that it is hoped will be introduced into the state Assembly. This Bill would make it a misdemeanor to pay for an ad for workers when there are no jobs available. The position of your Secretary is that a fraud is being perpetrated against the public when ads appear in papers for workers when there are no jobs available. Hundreds of nickels are spent daily by unemployed individuals hunting desperately, but fruitlessly, for an honest job. The I.C. of U.L. & S.A. has endorsed your Secretary's idea and will study the completed Bill during April.

OTHER ACTIVITIES

The Industrial Relations Secretary delivered four public addresses; conferred on problems of discriminatory practices in the Newark USES office; began some work as the result of being invited to be a member of the State CIO Council Anti-Discrimination Committee; collaborated on seven cases of the D.A.D., worked as a committee member of the Y.W.C.A. World-Wide Reconstruction Fund; gave one personnel

consultation on personnel administration, with the assembled officers of a smaller plant, gave ten Vocational counselling interviews to as many persons; and was engaged in 27 conferences and meetings.

EMPLOYMENT
ACTIVITIES

There was a grand total of 161 job applicants, 49 male and 112 female. There were 98 referrals of 50 males and 68 females. There were 58 applicants for household employment, and 41 referrals.

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